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1560-0362PAPPLICATION NO.  
09/912,376INFORMATION DISCLOSURE CITATION  
IN AN APPLICATION

(Use several sheets if necessary)

APPLICANT

K. HIGASHI et al.

FILING DATE

July 26, 2001

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2121

## U.S. PATENT DOCUMENTS

DOCUMENT NUMBER	Kind	DATE	NAME	CLASS	SUB CLASS	FILING DATE IF APPROPRIATE
US						
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## FOREIGN PATENT DOCUMENTS

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## OTHER DOCUMENTS

(Include Name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.) date, page(s), volume-issue number(s), publisher, city and/or country where published.

lwd K. Koyanagi et al., "Manual for Introduction and Operation of Performance-Oriented Annual Salary System on the basis of Actual Examples," Economic Research Institute, 1<sup>st</sup> Edition, published on October 6, 1998, pp. 26-33 and pp. 77-81

EXAMINER

Beth Van Doren

DATE CONSIDERED

9/16/05

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